



October 2008



CODESP

COOPERATIVE
ORGANIZATION FOR THE
DEVELOPMENT OF
EMPLOYEE
SELECTION
PROCEDURES

SOCIAL NETWORKING AND HIRING DECISIONS

Many employers are using social networking sites such as Facebook, MySpace and LinkedIn and search engines such as Google or Yahoo to retrieve information on applicants. Some organizations believe they are justified to use these sites so that they do not hire an individual who could become a liability to them because of their illegal or immoral views or activities.

Although individuals using these sites have options to hide some of the information posted from public view, many do not. Some are unaware, or unconcerned that anyone using the Internet can Google their name and view personal information posted on these sites.

Since there are laws that protect individuals from discriminatory hiring practices on the basis of religion, race, gender, marital status and disability, employers should use caution when using some of the information for hiring decisions. For example, if an applicant volunteers information about their religious status on the site, it cannot be used in the hiring decision process.

According to an article in the October issue of the Assessment Council Newsletter by Dennis Doverspike and L. Pamela Vaiana, there is a critical need to develop policies for reviewing and making decisions based on social networking sites. As with other HR procedures, there should be documentation and consistency.

The authors bring up some other issues from an assessment and psychological standpoint:

The searches are a method used for screening, selection, and assessment, but what are the constructs being investigated? What kind of decisions are being reached and how valid are those decisions? It would appear that a lot of the decisions involve using negative information to select people out of the hiring process. Can managers or HR professionals make such inferences or decisions with any accuracy? Is the negative information receiving too much weight?

A recent court case involving a school district emphasizes the potential danger of using information from these sites. Two students created a MySpace profile page of their principal in Pennsylvania. The students created the page because they were upset at being cited for dress-code violations. The profile made numerous false statements about the principal, including describing him as a pedophile who enjoyed pornography.

The principal suspended both students for 10 days for violating school policies prohibiting the making of false statements about school staff and using copyrighted material (his photograph) without permission. One of the student's parents filed a suit claiming that the punishment violated the student's First Amendment rights of free speech. U.S. District Judge James M. Munley ruled Sept. 11 in *J.S. v. Blue Mountain School District* that the principal did not violate the First Amendment because the web page was vulgar and lewd. Munley decided there were sufficient connections with the school: "The website addresses the principal of the school. Its intended audience is students at the school. A paper copy of the website was brought into school, and the website was discussed in school."

TRAINING DATES

Below is a list of confirmed training dates for the new CODESP training series. Additional training locations and class details for these and other trainings will be available soon.

Topic	Location	Date
Recruitment, Assessment & Selection	Alameda COE	10/22
Job Analysis / Recruitment, Assessment & Selection (full-day)	Napa Valley USD	10/30
Job Analysis	La Mesa-Spring Valley SD	11/05
Job Analysis	Jurupa USD	11/12
Job Analysis / Recruitment, Assessment & Selection (full-day)	Kern County Supt. of Schools	11/12
Recruitment, Assessment & Selection	Lynwood USD	11/18
Recruitment, Assessment & Selection	Conejo Valley USD	11/19
Job Analysis / Recruitment, Assessment & Selection (full-day)	Calexico USD	12/02
Recruitment, Assessment & Selection	Riverside USD (Adult school)	12/04
Recruitment, Assessment & Selection	Anaheim UHSD	12/11

INTEGRATED RESOURCES SEMINAR

Santa Clara County Office of Education Regional Technology Center is holding an *Integrated Resources Seminar* for their users and all other school districts. It will consist of a series of seminars for technology and school business including, document management, human resources, payroll, finance, risk management and technology provided by the Regional Technology Center. There is a \$25 fee which includes breakfast. Registration is required by contacting: mark_ashley@sccoe.org

WRIPAC

When: January 28 - 30, 2009

Where: Holiday Inn on the Bay - San Diego

Training: Structured Interviews - Full day Wednesday

Instructor: Mike Willihnganz

Meeting: Thursday and 1/2 day Friday (FREE)

For registration and more information visit:

www.wripac.org

CSPCA ANNUAL CONFERENCE

February 5 - 8, 2009

Handlery Hotel, San Diego, CA

The Merit System: Efficient Practices in a Climate of Limited Resources

Speaker topics include (succession planning, recruiting, retention, supervisory training, legal law updates, etc.) which are highly relevant and applicable to HR professionals in any public agency or private-sector company. Membership in CSPCA is not required for attendance.

Highlights and benefits of the 2009 conference program are:

- Opening keynoter Dr. Wayne Cascio, US Bank Term Professor of Management at the University of Colorado at Denver and globally well-known HR strategist, will share with us ways HR can attract, engage and retain talent in tough economic times.
- UC San Diego Professor Dr. Alan Daly will share with us ways we can unleash strengths, recapture spirit, and leverage existing knowledge in complex climates with limited resources.
- One full-day of three HR staff development workshops:
- Three concurrent tracks of 18 presentations and panel discussions covering a wealthy spectrum of current public HR trends and topics that will be presented by 30 HR professionals in the field.
- Networking opportunities with other human resource professionals

In an effort to be flexible to constricted budgets in our economy and respective organizations, reasonable hotel accommodations have been negotiated and an early-bird registration discounts and one-day conference attendance option are offered.

Registrations and checks should be mailed to :

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Other inquires and questions, please contact:

Alicia Thier, Program Planning Committee Chair, athier@sdcoe.net, 858-571-7254, OR
T.R. Lin, Conference Coordinator, tr.lin@lmsvsd.k12.ca.us, 619-668-5700 x6483.